



Person specification

CRITERIA	QUALITIES
Qualifications and training	<ul style="list-style-type: none"> • Commitment to the school's Catholic ethos , values and vision • Qualified teacher status [this is a requirement under the SEND Code of Practice] • National Award for SEN Co-ordination, or a willingness to complete it within 3 years of appointment [this is a requirement under the SEND Code of Practice] • Degree
Experience	<ul style="list-style-type: none"> • Teaching experience [a minimum of 5 years] • Experience of working at a whole-school level • Involvement in self-evaluation and development planning • Experience of conducting training/leading INSET • Experience of working in a school setting in a pastoral capacity • Experience in chairing Annual Reviews and other associated meetings with external advisors and agencies
Skills and knowledge	<ul style="list-style-type: none"> • Sound knowledge of the SEND Code of Practice • Understanding of what makes 'quality first' teaching, and of effective intervention strategies • Ability to plan and evaluate interventions • Data analysis skills, and the ability to use data to inform provision planning • Effective communication and interpersonal skills • Ability to build effective working relationships • Ability to influence and negotiate • Good record-keeping skills
Personal qualities	<ul style="list-style-type: none"> • Commitment to getting the best outcomes for pupils and promoting the ethos and values of the school • Commitment to equal opportunities and securing good outcomes for pupils with SEN or a disability and supporting the mental health and well-being of all pupils • Ability to work under pressure and prioritise effectively • Commitment to maintaining confidentiality at all times • Commitment to safeguarding and equality